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**Project: “Integrating Flood and Drought Management and Early Warning for Climate Change Adaptation in the Volta Basin” (VFDM Project)**

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**NATIONAL TRAINING WORKSHOP ON MAINSTREAMING GENDER INTO END-TO-END EARLY WARNING SYSTEM FOR FLOOD FORECASTING (E2E-EWS-FF) AND INTEGRATED FLOOD RISK MANAGEMENT (IFRM) IN THE VOLTA BASIN IN GHANA**

**(11 - 14, October 2021 in Wa, Ghana)**



**Executing Partners**

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## List of acronyms and abbreviations

BPA	Bui Power Authority
CDA	Critical Discourse Analysis
CIKOD	Center for Indigenous Knowledge and Organization Development
CNFA	Cultivating New Frontiers in Agriculture
CSOs	Civil Society Organizations
CWP	Country Water Partnership
DAs	District Assemblies
DDoA	District Departments of Agriculture
DRR	Disaster Risk Reduction
E2E-EWS-FF	End-to-End Early Warning System for Flood Forecasting
EPA	Environmental Protection agency
EWS	Early Warning System
FC	Forestry Commission
FF	Flood Forecasting
FSD	Forestry Services Division
GDOs	Gender Desk Officers
GES	Ghana Education Service
GEWE	Gender Equality, Women's Empowerment
GHS	Ghana Health Service
GMet	Ghana Meteorological Agency
GNFS	Ghana National Fire Service
GRB / GSB	Gender Responsive Budgeting / Gender Sensible Budget
GWP-WA	Global Water Partnership of West Africa
HSD	Hydrological Services Department
IFRM	integrated flood risk management

IFRMP	Integrated Flood Risk Management Plan
ISD	Information Services Department
IUCN	International Union for Conservation of Nature
IWRM	Integrated Water Resources Management
M&E	Monitoring and Evaluation
MES	Monitoring-Evaluation System
MLGRD	Ministry of Local Government and Rural Development
MoFA	Ministry of Food and Agriculture
MRH	Ministry of Roads and Highways
MWH	Ministry of Works and Housing
NADMO	National Disaster Management Organisation
NAS	National Ambulance Service
NGO	Non-Governmental Organization
NMHSs	National Meteorological and Hydrological Services
SWICD	Social Welfare and community development
SWOT	Strengths, Weaknesses, Opportunities and Threats
USAID	United States Agency for International Development
VBA	Volta Basin Authority
VFDM	Volta Flood and Drought Management
VRA	Volta River Authority
WIAD	Woman in Agriculture Development Directorate
WMO	World Meteorological Organization
WRC	Water Resources Commission
WRC	Water Resources Commission
WRI	Water Research Institute

## Introduction

From 11 to 14 October, 2021, a national training workshop on mainstreaming gender into End-to-End Early Warning System for Flood Forecasting (E2E-EWS-FF) and Integrated Flood Risk Management (IFRM) in the Volta Basin was held at the conference hall of Nuoyoung Empire Hotel at Wa in Ghana. The workshop was convened by the implementing partners of the Volta Flood and Drought Management (VFDM) project, Volta Basin Authority (VBA), Global Water Partnership in West Africa (GWP-WA) and the World Meteorological Organization (WMO). About 35 participants drawn from key stakeholder institutions including the Ghana Meteorological Agency (GMet), National Disaster Management Organization (NADMO), Environmental Protection agency (EPA), Water Resources Commission (WRC), Ministry of Food and Agriculture (MoFA), Forestry Commission (FC), Civil Society Organizations, and District Assemblies (DAs) attended the program. Also in attendance were representatives of Traditional Authorities and local communities.

This training workshop is part of the implementation of the Integrating flood and drought management and early warning for climate change adaptation in the Volta Basin (VFDM) project. The VFDM project aims at empowering the National Meteorological and Hydrological Services (NMHSs) and other competent authorities of the six riparian countries (Benin, Burkina Faso, Cote d'Ivoire, Ghana, Mali and Togo) with robust and innovative solutions for disaster risk reduction and climate change adaptation, including capacity development for nature-based solutions and gender-sensitive participatory approaches.

The integration of the gender dimension in all phases of climate risk prevention and management activities and decision-making are essential. It ensures that the vulnerabilities and needs, capacities and skills of both women and men, and girls and boys, are taken into account in climate risk prevention and management; and that climate risk interventions benefit those who are actually affected. Incorporating a gender perspective into disaster risk prevention and management initiatives offers important entry points for addressing existing gender stereotypes, inequalities, and discrimination, thereby contributing not only to building safer and more resilient communities, but also to more inclusive and socially just societies.

However, gender mainstreaming is a concept that is easy to endorse but difficult to implement consistently. Governments and practitioners who have embarked on gender mainstreaming in disaster risk reduction have been faced with a severe lack of practical guidance on gender mainstreaming. For others, there is very limited capacity to integrate gender into climate risk management and forecasting initiatives. As a result, gender mainstreaming is often not effective in natural disaster risk management, including the specific phases of the End-to-End Early Warning Systems for Flood Forecasting (E2E-EWS-FF) and (IFRM).

It's therefore on this background that training workshops on mainstreaming gender into End-to-End Early Warning System for Flood Forecasting (E2E-EWS-FF) and Integrated Flood Risk Management (IFRM) are being organized for stakeholders in the Volta Basin. This is the 7th in a series of targeted trainings to build the capacities of the actors of the national portion in Ghana of the Volta Basin on the integration of gender in the E2E-EWS-FF and IFRM. The workshop was facilitated by representatives from VBA, GWP-WA, WMO and other experts from the national part of Ghana.

This report reflects the progress of the training workshop and the decision-makers' day.

It is structured around the twelve (12) sessions below:

- Session 0: Opening ceremony and start-up of the workshop;

- Session 1: Key concepts related to E2E-EWS-FF and IFRM;
- Session 2: Key concepts related to gender;
- Session 3: Concepts and different stages of E2E-EWS-FF and IFRM processes;
- Session 4: Common gender dimensions of floods as well as E2E-EWS-FF and IFRM processes;
- Session 5: Issues, history and commitments at different levels for the development of E2E-EWS-FF and gender-sensitive IFRM;
- Session 6: Gender mainstreaming – Planning, Programming and Budgeting of E2E-EWS-FF and gender-sensitive IFRM processes;
- Session 7: Gender mainstreaming – Monitoring & Evaluation of E2E-EWS-FF and gender-sensitive IFRM processes;
- Session 8: Framework for periodic documentation of participant feedback on the use and enhancement of knowledge acquired on gender mainstreaming in E2E-EWS-FF and IFRM at different levels in the Volta Basin ;
- Session 9: Development of a post-training roadmap;
- Session 10: Preparation of the decision makers' day;
- Session 11: Decision-makers' day on key messages for action on the integration of gender in the E2E-EWS-FF and IFRM processes in the Volta Basin.

## 1. Getting started with the training workshop

The start of the training workshop gave rise to the opening ceremony of the workshop and a series of introductory activities, mainly the collection of the expectations and fears of the participants, the evaluation of the initial knowledge of the participants, the presentation of the objectives and the validation of the agenda of the workshop.

### 1.1. Opening of the training workshop

The National Training Workshop began with an opening ceremony which saw the delivery of keynote addresses by representatives of WRC, VBA, GWP-WA and the Wa Municipal Assembly. In a successive manner, Mr. Joachim Ayiwe Abungba, Principal Basin Officer in Charge of the Black Volta Basin, Mr. Armand Houanye, Executive Secretary of the Global Water Partnership of West Africa (GWP-WA), Mr. Robert Yaovi Dessouassi, Executive Director of the VBA, Mr. Ramesh Tripathi, representative of the World Meteorological Organization (WMO) and coordinator of the VFD project and Madam Fati Koray, Wa Municipal Coordinating Director took the turn to address the gathering.



***Figure 1: Official opening ceremony***

*(From the left to the right: the Principal Basin Officer in charge of Black volta Basin, the representative of WMO, the Coordinating Director of Wa Municipality, the Executive Director of VBA, the Executive Secretary of GWP-WA).*

### **Address by VBA Focal Point Representative**

Mr. Joachim Ayiwe Abungba, the Principal Basin Officer in charge of the Black Volta Basin delivered a speech on behalf of Mr. Ben Ampomah, the Executive Secretary of the Water Resources Commission of Ghana in which he first welcomed participants to the workshop and thanked them for responding positively to the invitation to be part of this all-important programs. He highlighted the importance of mainstreaming gender into E2E EWS for FF noting that women and other vulnerable groups in society are usually affected most by floods and related events. Hence mainstreaming gender issues into all programs and activities is the surest way to lessen the impacts of floods and other climate events on the vulnerable groups in society.

He noted that in 2019, the Government of Ghana dredged some tributaries of the White Volta and provided early maturing seeds to farmers to mitigate the impact of flooding of settlements, farmlands, and infrastructure in the basin. Also, WRC with support from the World Bank had developed a Flood Early Warning System for both the White Volta and Oti basins for flood forecasting to improve management of floods in the basins.

Other related interventions by WRC include the mainstreaming of floods and droughts management strategies into River basin Integrated Water Resources Management (IWRM) plans with clear strategies for addressing and floods and other climate hazards

The WRC Executive Secretary noted that despite these interventions, more still needs to be done, adding that, it is gratifying that Ghana and the other riparian countries are benefiting from the Integrated Flood and Drought Management and Early Warning for Climate Change Adaptation in the VBA project. This current workshop which seeks to equip stakeholders in the Basin with tools and strategies for mainstreaming gender in E2E EWS in FF according to Mr. Ampomah is a step in the right direction. Finally, he welcomed the participants and wished for a successful Workshop.

### **Address by the Executive Secretary of GWP-WA**

Mr. Armand Houanye, Executive Secretary of GWP-WA in his address thanked the Water Resources Commission and partners in Ghana for taking key interest in and support for the process. He stated that this training workshop is the 7<sup>th</sup> in a series organized for stakeholders the six countries of the Volta Basin (Benin, Burkina Faso, Côte d'Ivoire, Ghana, Mali and Togo) to implement coordinated and joint actions, to improve existing flood and drought Early Warning Systems and management plans, and to strengthen resilience at regional, national, and local levels.

He revealed that needs assessment carried out from April to August 2016, revealed that a flood event that occurred in 2007 in the Upper West, Upper East, and the Northern Regions were impacted by the floods resulting in over 300,000 people being affected. He also noted that on September 10, 2010, prolonged flooding as a result of heavy rainfall and spillage of the Bagri dam, 17 people lost their lives, 3,234 houses from 55 communities collapsed, 23,588 farmers had their farmlands destroyed, 1,109 ruminants were carried away, and 25,112 people were displaced in the Central Gonja District of Northern Ghana.

He gave an overview of the efforts of GWP and partners to support the E2E-EWS-FF and IFRM processes under Integrating Flood and Drought Management and Early Warning for Climate Change Adaptation in the Volta Basin (VFDM) project which he said contains activities targeted at helping to mitigate against the impacts of floods and related climate hazard.

He expressed the gratitude of the consortium to the Water Resources Commission (WRC) and all other partners involved for the great contributions they were providing to succeed together with the implementation of the VFDM project.

### **Address by the Executive Director of VBA**

The Executive Director of the Volta Basin Authority Mr. Robert Yaovi Dessouassi in his speech welcome the participants and thanked them for their presence in the training workshop. He gave a brief overview of the portion of the Volta Basin in Ghana which he said covers 165,830 km<sup>2</sup> which accounts for about 41.63% of the entire Volta Basin and 70.1% of the national territory of Ghana. He noted that the basin has great potential of supplying its inhabitants with source of water not only for drinking but for hydropower generation, irrigation, fishing, navigation, ecotourism and many others.

In spite of this rich potentials, Mr. Robert DESSOUASSI noted that the basin is vulnerable to the climate changes with extreme phenomena that are drought and the floods leading to loss of lives and property. The Executive Director noted that although such climate extremes cannot be avoided, the concerted efforts of all stakeholders will help to reduce current and future climate risk on ecosystems and the inhabitants, particularly women and the youth in the rural areas.

He ended by thanking GWP-WA and all the agencies involved in organizing the workshop for their diligence and to the financial partners (Climate Adaptation Fund) for supporting this program which he noted would afford participants the opportunity to appropriate the tools necessary for mainstreaming gender in the early warning system for effective flood risk management in the basin.

### **Address by the representative of WMO**

After welcoming participants to the workshop, Mr. Ramesh Tripathi, representative of the World Metrological Organization and coordinator of the VFDM project gave participants a brief overview of the VFDM project. The VFDM project according Mr. Ramesh aims to strengthen the capacities of the six (6) VBA member states in flood and drought management and early warning with a view to reducing disaster risks related to hydro-climatic phenomena. This training workshop which forms part of the activities of the project aims at building the capacities of stakeholders in the Volta Basin on mainstreaming gender into End-to-End early warning. Other activities include the setting up of cross-border early warning system. This system will be supported by a system for collecting and exploiting data on disaster risks, vulnerability, and the adaptation capacities of actors.

The project is financed by the Adaptation Fund and is implemented by a consortium of partners (WMO, VBA, GWP-WA) under the leadership of WMO.

### **Address by Representative of the Wa Municipal Chief Executive**

The Coordinating Director of the Wa Municipal Assembly Madam Fati koray delivered the Keynote address on behalf of the Municipal Chief Executive of Wa. In her address, she stated that climate change and related events are increasingly presenting serious negative challenges to people and ecosystems in the Black Volta Basin. She noted that floods and related events have become more pronounced in recent times affecting both urban and rural dwellers alike. To help combat this phenomenon, she called on the scientific community especially those involved in the provision of climate services to embark on sensitization campaigns to educate people especially the vulnerable groups on how to better adapt to floods and other climatic events. She welcomed the participants to the workshop and pledge the Assemblies support to this program and all other activities under the project in the municipality.

Before pronouncing the official launch of this workshop, the Municipal Coordinating Director commended the consortium for their continued collaboration in implementing the VFDM project, adding that she was

very confident that the outcome of the workshop would better position stakeholders to be able to plan and carry out actions that would reduce the impact of floods and other climatic events on their people.

## **1.2. The training workshop objectives and agenda**

Dr. Rafatou Fofana, Acting Director of the Volta Basin Observatory made an introductory presentation on processes of the training workshop. She highlighted the objective of the training workshop which include:

- to build a harmonized understanding among participants of key concepts related to early warning, flood management and gender as well as the different phases of the E2E-EWS-FF and IFRM processes;
- to provide participants with a platform to exchange and deepen their understanding of the common gender dimensions of floods as well as the E2E-EWS-FF and IFRM processes;
- to allow participants to exchange on the problems, the history, and the main milestones of gender mainstreaming in the E2E-EWS-FF and IFRM processes;
- to bring participants to appropriate approaches, tools and methods of gender mainstreaming in the planning, programming, budgeting and monitoring & evaluation processes of E2E-EWS-FF and IFRM.

She also took participants through the methodological approach of the workshop which encompasses an integrated approach involving brainstorming, presentations debates, working groups, ball game for the knowledge review of the past day and development of post-training action plan. These activities are grouped into 9 thematic sessions.

Finally, she pointed out that in order to achieve the desired objectives of the workshop, each of the presentations would be followed by a series of questions and answers. It was also proposed that to begin each day, starting on Tuesday, a quick recap will be conducted by the participants on the key points retained from the previous day, this is to reinforce the knowledge acquired every day.



*Figure 2: Dr. Rafatou Fofana taking participants through the background and various sessions of the training workshop.*

### 1.3. Preliminary settings

To begin the workshop, Mr. Armand HOUANYE, Executive Secretary of GWP-WA took participants through the program outline for the workshop. He noted the objective for the workshop is 'to build the capacities of the actors of the national portion in Ghana of the Volta Basin on the integration of gender in the E2E-EWS-FF and IFRM'.

Subsequently, participants were invited to briefly state their fears and expectations from the workshop. The most significant of these expectations include the following:

- to acquire the relevant skills to enable them advocate for gender inclusion at my work place;
- to build their capacities on IFRM and gender mainstreaming in E2E EWS for FF;
- to broaden our knowledge on flood risk management and associated issues;
- to enhance our knowledge on gender mainstreaming and E2E-EWS-FF;
- to gain the required skills to enable us serve as facilitators in our various communities;
- to understand gender issues related E2E-EWS-FF;
- to relate with other stakeholders and build synergies towards future collaborations on E2E-EWS-FF among others.

With regards to their fears, participants noted that the content of the workshop seemed too broad and hence feared that there will not be enough time to exhaustively discuss all relevant issues.

After taking their fears and expectations from the workshop, an assessment was conducted to ascertain participants' knowledge on key concepts and terminologies related to gender, EWS and IFM.

To ensure a timely execution of the workshop's agenda, participants agreed on few rules to follow for a swift conduct of the workshop. These rules were about timely implementation of the workshop program, responsible use of cell phone, and limited chat and movements while in the training workshop.



*Figure 3: Mr. K. Armand Houanye taking participants through the outline of the training workshop*

#### **1.4. Methodology and approach of the training workshop**

The national training workshop was facilitated by GWP-WA, WMO and VBA in collaboration with the Water Resources Commission (WRC) and other local experts and resource persons with experience in flood management, E2E-EWS-FF and IFRM processes and gender. The following resource persons handled the various sessions of the training workshop:

- Mr. Armand K. Houanye, Lead Trainer, GWP-WA Executive Secretary;
- Mr Ramesh Tripathi, Project Coordinator, WMO
- Prof David Shinto, Expert in Planning and Monitoring & Evaluation based on gender;
- Dr. Constance Akurugu, Lecturer UBIDS;
- Dr. Godwin Achana, Lecturer UBIDS;
- Mr. Maxwell Boateng-Gyimah, Local Expert Trainer, CWP-Ghana Executive Secretary;
- Mr. Joachim Ayiwe Abungba, Principal Officer, Black Volta Basin Secretariat.

The national training workshop used an interactive approach that builds on the experiences of the participants by using different facilitation and group dynamics techniques to ensure their active participation. Participants were given the lead role to ensure their commitment to the achieved results.

The training materials include the presentations on each session, videos, preparatory documents (agenda, terms of reference), and participant kits.

Workshop facilitation techniques include brainstorming, sharing of participants' experiences, presentations/debates, group work, sharing of practical case studies, ball games to assess knowledge gained the previous day and development of a post-training action plan.

Participants undertook practical exercises on how to integrate gender into the planning, programming, budgeting and monitoring and evaluation processes of E2E-EWS-FF and IFRM.

Post-workshop training actions to ensure monitoring and evaluation of the workshop outcomes were defined and consolidated into an action plan to improve the participation of women and vulnerable groups in E2E-EWS-FF and IFRM processes.

Certificates were presented to participants to indicate their participation in the 4-day training workshop.

## 2. Session 1: Key concepts related to E2E-EWS-FF and IFRM

The session was moderated by Mr. Maxwell Boateng-Gymah, Executive Secretary of GWP-GWP. This session focused on updating participants' knowledge of concepts related to E2E-EWS-FF and IFRM. The aim of the session is to develop an in-depth understanding of important concepts related to the End-to-End Early Warning System for Flood Prevention (E2E-EWS-FF), and Integrated Flood Risk Management (IFRM). It is expected that at the end of the session, participants will be able to (i) discern the usual concepts relating to gender issues and better define them regarding official concepts; (ii) define the gender mainstreaming approach in a process in general and in the context of the E2E-EWS-FF and the IFRM in particular.

The development of this session was marked by brainstorming which made it possible to identify the concepts linked to the E2E-EWS-FF and the IFRM. The main concepts highlighted during this presentation include flooding and types of flood, determinants of flooding, risk of flooding, End-to-End Early Warning Systems for Flood Forecasting (E2E-EWS-FF), Integrated Flood Risk Management (IFRM) and Integrated Flood Risk Management Plan (IFRMP).

The second stage of the session consisted of working in groups to define the concepts retained, then agreeing in plenary on the official definitions of these different concepts.

Thus, the official definition of flooding is the rising waters of a watercourse or the overflow by water of the normal limits of a stream or another body of water. It distinguishes several types of floods. Slow floods when the flow of the river increases slowly, following rains. Rapid or brutal floods or lightning when they result from heavy rains and violent storms. Small floods when the flood extends into the middle bed and submerges the land bordering the river. Finally, major floods when the river occupies all of its major bed.

Regarding flooding, it has been defined as the propagation of floods or the accumulation of water by drainage on areas that are not normally submerged" (WMO, 2011, p. 1.4). Flooding is the rapid or slow submersion of an area that is usually out of water. Floods are often determined by hydrometeorological factors (heavy rains, thunderstorms, etc.), hydrological factors (soil water content, groundwater level, rate of water infiltration into the soil, etc.) and human factors (method of land use, occupation of soil and floodplains, degradation of banks, narrowing of waterways, obstruction of drainage works, etc.).

As far as risk is concerned, it was defined as being the combination of three factors, namely climatic hazards, exposure and vulnerability. A climatic hazard is an event or phenomenon that can cause loss of life, damage to property, as well as social, economic and environmental damage. Exposure is defined as all populations, environments, physical and material goods, services and activities that may be affected by climate hazards. As for vulnerability, it is defined as the potential consequence of the impact of a climatic hazard on populations, buildings, socio-economic infrastructures, etc.). In terms of climate crisis management,

The E2E-EWS-FF is a flood warning system, consisting of various integrated sequences ranging from data collection, processing and analysis of results, dissemination of forecasts (results) for decision-making by different users at all levels. When it is in place and operational, the E2E-EWS-FF contributes to the anticipation of information on the probability and magnitude of the climate hazard, but also measures to strengthen the resilience of the communities concerned.

As for IFRM, it is a process aimed at stimulating integrated action as opposed to fragmented action to combat floods and flood risks. It integrates the development of land and water resources in a river basin and is part of the implementation of IWRM while maximizing the benefits of floodplains and minimizing losses as much as possible. in related human lives.

In summary, the key takeaway messages from this session are:

- the development and optimal operation of an E2E-EWS-FF presupposes that the national hydrometeorological services are adequately equipped to understand climatic phenomena in order to make forecasts which are an aid to decision-making and action to reduce the effects and impacts of floods when they occur;
- decision support tools are prepared by technicians and decision makers must take their responsibilities at the appropriate time;
- the IFRM is implemented according to a concerted and planned approach through (i) preparation to anticipate the magnitude of the flood and strengthen the response capacities of society; (ii) an appropriate response through the effective management of its effects and during the recovery phase;
- the IFRMP aims to prevent and manage the risks of flooding by defining the strategic priorities in this area at the scale of the basin concerned;
- the IFRMP is based on a preliminary flood risk assessment;
- the objectives of the IFRMP must be broken down into local flood risk management strategies, for areas at major flood risk.

### 3. Session 2: Key Concepts related to Gender

The second presentation which was on the “Key Gender Related Concepts” was delivered by Dr. Constance Akurugu which saw participants taken through the various concepts related to gender. The goal of this session was to develop an in-depth understanding of common concepts related to gender, and its integration into end-to-end (E2E-EWS-FF) for flood forecasting and Integrated Flood Risk Management (IFRM). Participants were also tasked carry out various exercises to help understand their level of understanding of the concepts being thought.

A participant wanted to know how the concepts introduced and explained could be integrated into activities and programs at the grassroots level. But it was pointed out that such would be the content for the session 4. Another issue was with the way behavior in our society was rooted in tradition which makes it difficult to make changes to the societal perceptions and expectations of gender roles.

So, with the issue of traditions rooted in the society, the question was how will the new wave of gender education translate into real change in the communities concerned? A response to the question was that change begins from the known to the unknown and as such from the training of the elite, and with the mainstreaming of gender into the various departments and institutional activities and programs, there is the possibility it could translate into real change in the various communities, albeit slowly. In addition, participants suggested that gender mainstreaming could have a substantial meaning at the local level if there is a sustained interaction with the stakeholders at the community level. Another suggestion was that the organizers of the workshop could in the near future make efforts to bring a few of the local women from the communities to the workshop to share their practical experiences with participants in relation to gender mainstreaming.

An exercise was given to the participants to brainstorm on any five differences between men and women and indicate whether the identified differences were based on either biology (sex) or culture (gender). The exercise was meant to test the understanding of the participants on those two concepts. The exercise was successfully carried out and the result was a clear understanding of the two categories (sex & gender). Participants were enjoined to make efforts to fully integrate gender into their respective activities, programs and policies in their various institutions.

Thus, the official definition of gender is that it refers to social differences and social relationships between women and men, between girls and boys in a society because of their sex. These relationships are determined by the economic, social, political and cultural context, and therefore vary from one society to another, and over time within the same society.

As for equality, it is defined as being equal possibilities and chances in the existence of the sexes. It does not mean that women and men become identical, but that the rights, responsibilities and opportunities of women and men do not depend on whether they are born male or female.

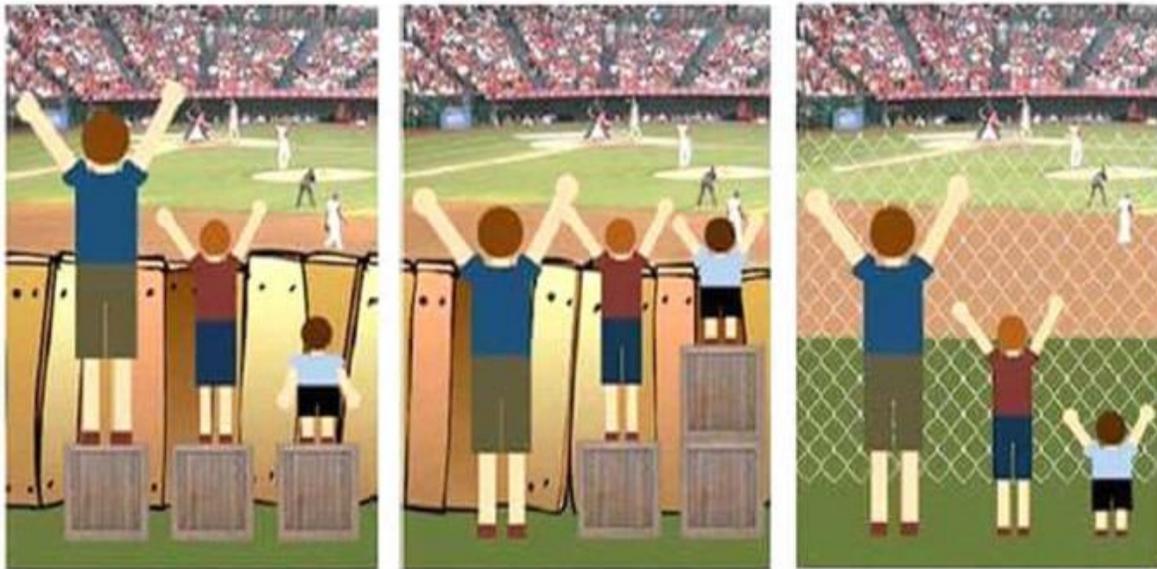
For equity, it is defined by being fair to women and men. It aims to compensate for historical and social disadvantages that prevent women from enjoying equal opportunities. Equity leads to equality. Regarding discrimination, it has been defined as an action or omission which has the effect, intentional or not, of limiting the possibilities offered to certain people or groups because of their personal characteristics.

Inclusion emphasizes the involvement, engagement and participation of specific groups such as migrants, people with disabilities, marginalized communities in decision-making and sustainable development initiatives (Leave no one behind).

To enable participants to better understand the concepts of equality, equity and inclusion, the figure below was projected on the board and then commented on by the participants. From the analysis of this figure, we found that at the level of the first dial, a barrier was put in place to prevent certain people from following the match and means had to be found to overcome said barrier. Thus, the three spectators received the same tables (odds) having the same heights to be able to follow the match. Conclusion, it is an example of equipment but it only allowed 2/3 of the spectators to follow the match because the tables do not take into account the size of the spectators.

The second dial shows an example of fairness. The three spectators received tables disproportionate to their sizes in order to be able to follow the match. At this level, all three spectators are able to follow the match.

The third quadrant shows an example of inclusion. The barrier was jumped to allow everyone, regardless of category, to be able to follow the match.



<b>Equality</b>	<b>Equity</b>	<b>Inclusion</b>
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**Figure 4: Differences between equity, equality and inclusion**

The updating of participants knowledge was continued with the concepts of gender stereotypes and gender mainstreaming. Gender stereotypes are attributions to men and women of certain characteristics or roles that produce the belief that they are gender-related. They reinforce gender inequalities by portraying assumptions that keep inequalities biologically or culturally fixed. Gender mainstreaming is a process of assessing the implications or implications for women and men of any planned action, including legislation, policies, or programs, in all areas and at all levels.

Overall, it should be remembered that Gender is a systematic approach that applies to all phases of the “development cycle”: Diagnosis, planning, decision, implementation, and evaluation. It is therefore not exclusive. It is transverse.

#### 4. Session 3: Key Phases of the E2E-EWS-FF and IFRM processes

Mr. Ramesh Tripathi, WMO, took participants through the key phases of the End-to-End Early Warning Systems and Integrated Flood Risk Management. The aim of this session was to help participants to understand and take ownership of the key phases of the E2E-EWS-FF and the IFRM and to enable participants to identify the roles and responsibilities of stakeholders in mainstreaming gender into the E2E-EWS-FF and the IFRM.

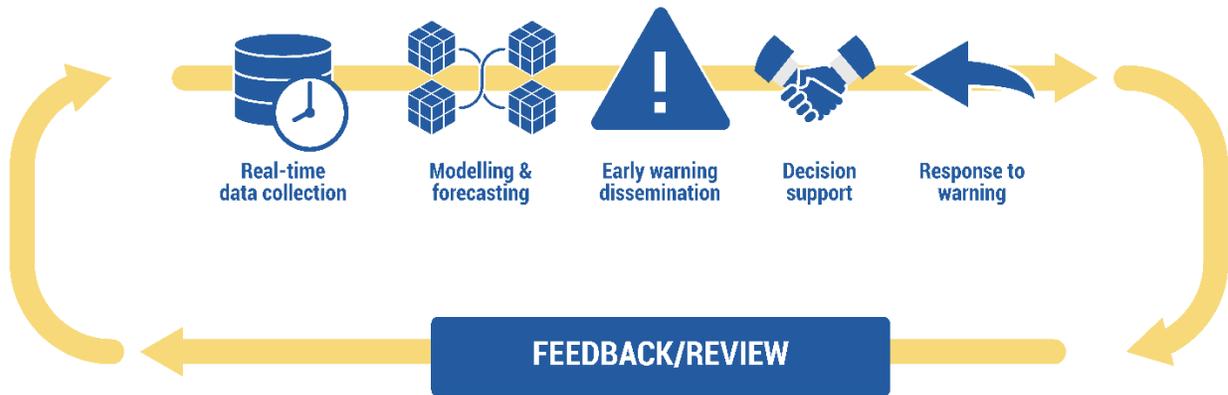
Though the presentation had a tinge of technicalities, the participants were up to the task as they actively participated, thus making the presentation quite interactive. There was also an exercise where participants were to identify the activities associated with the stages of the E2E-EWS-FF and also indicate the phase within the IFRM that the activities identified could be classified. It was also successfully carried out and was a reflection of the understanding of the participants of the stages of the E2E-EWS-FF and the phases of the IFRM process.

E2E-EWS-FF is a flood warning system, consisting of various integrated sequences ranging from data collection, processing and analysis of results, dissemination of forecasts (results) with a view to decision-making by the various users at all levels. The different stages of E2E-EWS-FF are 5 in number, namely: data collection, processing and analysis(modelling and forecasting), warning generation and dissemination of alerts, decision-making and response to alerts. Finally, it is important after any event, there is a feedback session between the stakeholders to share the lesson learned, good practices and identify area of improvements in the different phases of E2E-EWS-FF.

Data collection should be in real time for observation and forecasting flood severity, including when, extent and magnitude. The data to be collected are on the one hand hydrological and meteorological data; then, on the other hand, social and structural data linked to the population and infrastructures. And the real problem today in the basin is the unavailability of this real-time data for forecasting. Instruments for measuring hydrological and meteorological data do not work well and require periodic maintenance. Field missions to collect data are rare due to a lack of financial resources and the remotely transmitted data measurement instruments put in place no longer work because the solar panels used for electrical energy are stolen by the populations. There is also a lack of social and structural data related to the population, to the type of individuals that are needed for impact-based forecasting. This data on the local population must be recent and disaggregated by sex.

Data processing and analysis of results are the work of technicians to produce alerts. Data processing is done using forecasting software.

Once the alerts have been produced, they must be communicated to the actors concerned for decision-making. Appropriate channels should be used to disseminate alerts as well as actions to be taken. Decision-making concerns in particular the authorities at various levels in collaboration with the technical executives to determine the possible impacts on the communities and the infrastructures. The response to warnings is nothing more than the actions or arrangements taken by relevant agencies and communities to contain the risk of flooding.



**Figure 1: Different stages of the E2E-EWS-FF**

Concerning the IFRM, we are noted three stages: Preparedness, Emergency and Recovery. Preparedness is nothing more than the set of preventive measures to better manage floods in the long term. It includes the development of the mapping of risks and hazards in the basin, the construction of sanitation and water retention works, the development of land use plans, the development of management plans. land use planning, drawing up plans for the redevelopment and resettlement of populations, etc. Setting up an E2E-EWS-FF is an action that is part of the preparation phase. At the level of Emergency, we note the actions of dissemination of alerts and awareness through the appropriate channels, evacuation and resettlement of populations. In Togo, the authorities and the various structures are each year in the emergency phase. We must first wait for the floods to cause damage before acting. Recovery is the set of post-flood measures aimed at assessing the damage caused by the flood, the reconstruction of degraded infrastructure, the strengthening of the resilience of communities and ecosystems, etc.

## 5. Session 4: Common gender related dimensions of floods as well as for the E2E-EWS-FF and the IFRM processes

The final presentation for Day 1 on the “Common Gender Related Dimensions of Floods as well as for the E2E-EWS-FF and the IFRM processes” was delivered by Dr. Constance Akurugu. The aim of this session was to build at the level of the participants a common understanding of the importance and the benefits of considering gender dimensions (for individuals, households and communities) in the End-to-End Early Warning System for Flood Forecasting (E2E-EWS-FF) and the Integrated Flood Risk Management (IFRM).

Though there seemed to have been some tiredness on the part of participants, they still contributed actively in the session which eventually made it interactive. Participants were taken through the gender dimensions of flooding and for the E2E-EWS-FF and IFRM. Participants were asked to identify some impacts of floods in the Volta Basin in Ghana and to indicate the differences of these impacts on men, women, girls and boys. They were also to explain the reasons accounting for the differential impacts identified on the various groups of people. Finally, participants were to suggest restitution for the various groups.

The exercise was very engaging as participants actively contributed to the discussion and cited local relevant examples like women’s inability to inherit or control resources which made them more vulnerable to the impacts of floods in the Volta Basin as against men.

Overall, we have noted that floods affect women and men differently. For the same impact, women are more vulnerable to flood risks than men. This difference is linked, among other things, to unequal power relations between men and women, inequalities in access to resources, the physical morphology of women compared to men, the traditional division of labor at household level between men and women, the low participation of women in decision-making bodies related to flood management, etc.

The differentiated vulnerabilities of the impacts of floods on men and women as well as the related factors including:

- socio-cultural norms and practices that work against women. In a household, women devote more of their time to reproductive tasks while men do production tasks
- the norms and practices established by society as well as the adaptation and action capacities of women and men, etc.
- the low participation of women in public and political life
- weak and limited representation of women in decision-making bodies
- low involvement of women in watershed management, flood management committees and other preparedness and response activities aimed at reducing the incidence of flood risk in their areas
- unequal power relations between men and women
- biological factors that play a role in gender dimensions during floods
- etc.

In the E2E-EWS-FF and IFRM processes, the finding is the same. There is little consideration of the specific needs of women, girls and young people in these processes. Data is often not collected disaggregated by gender and age. What to fix.

We also noted:

- a lack of information available in a style accessible to the various vulnerable groups, highlighting the need to ensure access for women and other vulnerable groups to relevant information adapted to their level of understanding
- poor equipment of forecasters and emergency professionals, which means that warning information is vague, without considering the specific needs of vulnerable groups
- a lack of awareness and limited understanding of warnings among women, girls and young people. The modes of communication including the languages used to disseminate the alerts are not adapted to the different vulnerable groups and they do not receive the alert information in time leading to serious consequences for them
- low participation of women and vulnerable groups in management bodies and decision-making forums leading to poor consideration of the needs and interests of these groups as well as their specific vulnerabilities in flood management actions

This session ended with key messages inviting participants to remember that flood events affect the layers of society in different ways. Before, during and after the events of the floods, gender inequalities persist, with more pronounced impacts on women, making them even more vulnerable due to the factors cited above. Also, the need to systematically take into account gender-differentiated vulnerabilities at all stages of E2E-EWS-FF and IFRM should be retained.

The key issues identified by participants for day 1 are:

- those in the sector of climate services (GMet, HSD and NADMO) should focus more on impact-based forecasting taking into account the different needs and peculiar circumstance of the various groups in society.
- there is a need for traditional authorities to be involved and made to take active roles in gender advocacy and training programs. This stems from the fact that, gender disparities in Ghanaian societies are rooted in tradition and believe systems. The involvement of Chiefs, Queen mothers and other traditional authorities in gender advocacy is therefore critical in getting society to mainstreaming gender issues in their developmental processes.
- there should be active participation of women and other vulnerable groups in in early warning and disaster response exercises.
- traditional modes of information dissemination including use of 'gon-gong beaters' and should be employed in disseminating early warning information relating to flood and other natural occurrence to local communities.
- women should be encouraged to pursue programs in the sciences especially in the sector of climate services so that they can champion gender issues related to those sectors.

## 6. Session 5: Rationale, background and commitments at different scales for developing gender-responsive E2E-EWS-FF and IFRM

Dr. Godwin Achana gave the first presentation for Day 2 of the training workshop. His presentation centered on the rationale, background and commitments at different scales for developing gender-responsive E2E-EWS-FF and IFRM. The goal of this session was to demonstrate the importance and benefits of gender mainstreaming from human rights perspective into flood risk management and to highlight relevant instruments as well as international, regional and national commitments of States to build a common understanding of the participants on the instruments as well as the specific international, regional and national commitments of States on mainstreaming gender perspectives in development processes as well as in flood risk management.

To this end, Dr. Achana took participants through global commitments related to gender mainstreaming in flood risk management such as:

- the Universal Declaration adopted by the UN General Assembly on 10 December 1948
- the Convention on the Elimination of All Forms of Discrimination against Women, adopted in 1979 by the UN General Assembly
- the International Covenant on Economic, Social and Cultural Rights
- the International Covenant on Civil and Political Rights and its optional protocol on 16 December 1966, and in force from 23 March 1976
- the Beijing Declaration and Platform for Action 1995
- the Hyogo Framework for Action 2005-2015
- the Sendai Framework for Disaster Risk Reduction 2015-2030
- the Agenda 2030 and the SDG 5 focusing on achieving gender equality and empowering all women and girls

At the continental and regional levels, Dr. Achana took participants through various commitments including:

- the AU Strategy on Gender Equality and Women's Empowerment 2018-2027
- the AU Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol) adopted in 2003 and in force in 2005
- the AU Agenda 2063, adopted in 2013 with emphasis on promoting gender equality, esp. objectives 3 & 6
- the ECOWAS Gender Policy of 2004 (Gender Equality)
- the ECOWAS DRR Gender Strategy and Action Plan (2020-2030)
- the VBA Gender Charter.

In the context of Ghana, participants were taken through various articles of the 1992 constitution which advocates for the promotion of the rights of all gender groups. These include, article 12 cl. 2 - (human rights

regardless of gender among others), Article 17 (2) prohibits discrimination on the ground of gender among other characteristic, Article 22 (property rights of spouses) and Article 27 (women's rights).

Other interventions in Ghana which aims at gender mainstreaming as presented by Mr. Achana include, The National Gender and Children Policy (2004), the creation of the Gender Desk Officers (GDOs) portfolio in the local government structure, the Gender and Agricultural Development Strategy by Ministry of Food and Agriculture (MoFA), the passage of the Domestic Violence Act in 2007 and the Affirmative Action Bill (which is yet to be passed) among others.

At the end of his presentation, participant got in tune with the understanding that states including Ghana are committed to global and regional agreements as well as national level frameworks which binds them to effectively take gender into account at all levels in flood risk management related initiatives, It is therefore, urgent to among other things continue to mobilize political will and buy-in from policy makers at various levels and to build the capacity of actors at different levels to take gender issues into account at all levels.

## **7. Session 6: Gender Mainstreaming in Planning, Programming and Budgeting of Gender Responsive E2E-EWS-FF and IFRM processes**

The second session (session 6) for day-2 of the training workshop was facilitated by Dr. David Sohinto, an expert in gender-based planning and M&E. Dr. Sohinto presented on Gender Mainstreaming - Planning, Programming and Budgeting of Gender Responsive E2E-EWS-FF and IFRM processes. The goal of this session was to enable participants to understand how to insert gender into the process of planning, programming, budgeting and monitoring for the implementation of E2E-EWS-FF and IFRM processes.

To this end, he took participants through, the gender mainstreaming approach in the implementation of E2E-EWS-FF and IFRM processes, gender-sensitive analysis and planning approaches, methods and tools in E2E-EWS-FF and IFRM processes and the gender mainstreaming approach in the implementation of E2E-EWS-FF and IFRM processes. It was subdivided into four (04) sub-sessions: (i) Reminder on the concept of gender mainstreaming in the implementation of E2E-EWS-FF and IFRM; (ii) Gender mainstreaming in the implementation of the E2E-EWS-FF; (iii) Gender mainstreaming in IFRM; and (iv) Approaches and methods of gender mainstreaming in planning, programming, budgeting processes of E2E-EWS-FF and IFRM.

### **7.1. *Reminder on gender mainstreaming in the implementation of E2E-EWS-FF and IFRM***

Addressing the first point, the facilitator led participants to recall the definition of gender mainstreaming and its implications. Indeed, gender mainstreaming means taking into account the concerns of all social groups (women, children, young people, the elderly, people with disabilities, marginalized communities, etc.) in the formulation, implementation, monitoring and evaluation of development policies and programs in all spheres of life. The ultimate goal of gender mainstreaming is to achieve equality between the sexes, and between different social groups.

### **7.2. *Gender mainstreaming in the implementation of the E2E-EWS-FF process***

Regarding the second point, the participants practiced in groups to recall the different stages of the E2E-EWS-FF and to identify the different activities to be carried out to integrate gender during the different stages.

Overall, to integrate gender into the E2E-EWS-FF data collection phase, it was decided to: (i) collect data disaggregated by sex and age and make it possible to capture all vulnerability factors; (ii) ensure that male and female beneficiaries are consulted and that specific gender questions are asked; (iii) involve women in the collection of relevant information determining responses (preventive and reactive).

For the modeling and forecasting phase, it is necessary to: (i) ensure that the data is presented in such a way as to perceive the differentiated impacts according to gender (sensitivity of the models, etc.); (ii) ensure that data and information are presented in an understandable way for all sections of society (illiterate, children, disabled, etc.). It would be interesting to encourage young people at the local level to study meteorology, hydrology and disaster management.

Regarding the alert dissemination phase, we must (i) ensure that all members of the community know through which channels the early warning information will be disseminated (at the Market, in hospitals, in schools, etc. ...); (ii) identify and use easily accessible channels for women and men; etc During the exchanges, particular emphasis was placed on raising awareness at the level of places where women gather, such as markets, wells, places of worship,

etc. Particular emphasis has also been placed on the language and the schedules for the dissemination of information to enable women to have access to information.

At the level of the decision support phase, we must (i) ensure that women are included in any consultation to identify solutions and good practices; (ii) collaborate with women's groups and involve NGOs and the ministry/department working on GEWE.

For the alert response phase, it was decided to (i) ensure that the response plans are communicated to the populations that will be affected; (ii) consider gender relations and dynamics on site in the formulation of response plans.

### ***7.3. Gender mainstreaming in the implementation of the IFRM process***

Like the E2E-EWS-FF process, the participants once again practiced in groups to recall the different stages of the IFRM and to identify the different activities to be carried out to integrate gender during the different stages.

Overall, we retain from this exercise that to integrate gender into the preparation phase of the IFRM process, it is necessary, among other things, to (i) ensure the consistency of the IFRM Plan with the strategic framework of the sector and the policies of gender equality; (ii) carry out analyzes and profiles of men's and women's vulnerability; (iii) include approximately 30-50% women in all training on flood assessment, risk analysis and response; (iv) involve women from design to implementation of IFRM plans and systems (all stages) disaggregated information; and (v) ensure the participation of women in the process and in the decision-making bodies inherent in the IFRM.

During the emergency phase, gender mainstreaming involves the following actions: (i) consideration of gender analysis data (differentiated vulnerabilities) in emergency plans and measures; (ii) Use of inclusive intervention instruments involving focus groups for women and men; (iii) involvement of women in the various committees and emergency management bodies as well as in training in first aid and humanitarian strategies; and (iv) more inclusive targeting of action beneficiaries, positive discrimination against the disadvantaged.

In the third phase of the IFRM, gender mainstreaming will be done by correcting sequelae and incidences according to their differentiated magnitude according to gender and the recovery cycle required for each socio-professional category; (ii) the development of appropriate post-emergency measures to permanently remedy social fractures, the aggravation of the inequality gap, inherent in the behavior and shortcomings of the instruments developed during the Floods; (iii) the consolidation and capitalization of the achievements and progress made in the inclusive adaptation strategies implemented, the resources, knowledge, skills and strengths installed in women and men with reference to the risks of flooding.

### ***7.4. Approaches and methods for gender mainstreaming in planning, programming, budgeting processes of E2E-EWS-FF and IFRM***

The facilitator developed this session in three parts: (i) Approach, methods and diagnostic analysis tools sensitive to gender equality in the implementation of IWRM; (ii) Approach, methods and planning tools sensitive to gender equality in the implementation of IWRM; and (iii) Gender sensitive budgeting approach, methods and tools in the implementation of IWRM.

But before getting to the heart of the matter, he led the participants to define the main stages of a project management cycle or the PPBS chain. Overall, there are 5 main stages, including: the diagnostic analysis during which the needs of the stakeholders must be identified, the definition of priorities, the vision, the objectives and the planning of activities, the programming and budgeting of activities, the execution of activities, and the monitoring and evaluation of the implementation of activities. Thus, integrating gender into an E2E-EWS-FF or IFRM process means

systematically taking gender into account at each stage of the project cycle. To do this, tools are used to integrate gender into diagnostic analysis, activity planning,

#### ***7.4.1. Approach, methods and tools for gender-sensitive diagnostic analysis in the implementation of E2E-EWS-FF and IFRM processes***

The trainer started this presentation on the clarification of the notion of diagnostic analysis according to gender. Indeed, the diagnostic analysis is the first step in the development of a program or project and makes it possible to examine in order to identify the priority problems. It examines the relationships between women and men, their access to and control over resources, and the constraints they face in relation to each other. It is a critical examination of how differences in roles, activities, needs, opportunities, and rights/benefits affect men and women in certain situations or contexts. In the fields of E2E-EWS-FF and IFRM, the diagnostic analysis studies the activities of men and women, their living conditions and their specific needs, their access to and control of resources, their participation in decision-making. It identifies and prioritizes the issues inherent in mainstreaming gender and social inclusion into the E2E-EWS-FF and IFRM processes.

Several tools for carrying out a diagnostic analysis according to gender exist. These include: the tools of the Accelerated Participatory Research Method, the Harvard Framework and the Moser Analysis Framework, the Vulnerability and Adaptation Analysis framework sensitive to Gender, etc. The Accelerated Participatory Research Method tools are used to collect the data and include Venn diagram, daily calendar, seasonal calendar, social map and resource map. The Harvard Framework is also a data collection tool that helps examine gender roles and responsibilities by specifically analyzing: (i) activity profile; (ii) the access and control profile; and (iii) influencing factors. The activity profile shows who does what by breaking down information by gender (or age, or ethnic group or other social class). There are three types of activities: productive activities, domestic activities and social work. The resource and benefit access and control profile, on the other hand, shows the resources needed to carry out the identified activities and the resulting benefits. By distinguishing between access to resources and benefits, and control over these resources, it is possible to estimate the relative power of different social groups in the community. The resource and benefit access and control profile, on the other hand, shows the resources needed to carry out the identified activities and the resulting benefits. By distinguishing between access to resources and benefits, and control over these resources, it is possible to estimate the relative power of different social groups in the community. The resource and benefit access and control profile, on the other hand, shows the resources needed to carry out the identified activities and the resulting benefits. By distinguishing between access to resources and benefits, and control over these resources, it is possible to estimate the relative power of different social groups in the community.

Moser's Analytical Framework, on the other hand, is a tool for planning and assessing gender-related assumptions in development interventions at all levels, including policies, programs, projects or development. outreach work. It introduces the notion of the three roles that women play, ie the role of reproduction, production and community involvement.

Apart from these tools, the trainer reminded that there are other combined analysis grids which are also used. These are the SWOT or SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis, the problem tree, the participatory gender audit and the gender continuum of the gender transformational approach.

#### ***7.4.2. Approach, methods and tools for gender-sensitive planning in the implementation of E2E-EWS-FF and IFRM processes***

The facilitator approached this part by clarifying the concept of Gender Sensitive Planning. According to him, it is an approach to ensure that the needs and interests of women and men (including inequalities) are systematically considered in the planning process. Initially was the diagnostic analysis which should make it possible to detect the existence of inequality between women and men in intervention, to analyze the inequalities detected in order to understand the cultural models and the institutional practices that reproduce them as well as the policies and the legal framework. The planning stage concerns the definition of priorities for reducing inequalities, orientations and objectives, actions to be undertaken as well as the analysis of risks and the definition of implementation strategies.

The planning process consists of establishing priorities for reducing inequalities, defining objectives, and formulating actions. It makes it possible to analyze the risks linked to the actions defined above and then to define the strategy for implementing the activities. Planning is integrated with diagnostic analysis. It codifies the priorities for action that should contribute to the reduction of inequalities defined during the analysis phase and is presented at least three (03) levels (prospective, strategic, and operational). At this stage, the objective tree is built from the problem tree by reversing all the problems so that they take the place of the objectives, and the central objective simply becomes the inverse of the central problem.

The problem tree makes it possible to identify the immediate, underlying, and deep causes of a problem and its effects and whose purpose is the construction of the tree of objectives. The different steps are summarized in the graphic below.

To better understand and master the problem tree construction process, an application exercise has been proposed. This exercise consisted of working in groups on a central issue of gender inequality in the E2E-EWS-FF and IFRM processes, identifying the causes related to this central issue, then building the problem tree around the central problem identified. From the causality analysis, the members are invited to transform the effects into objectives, the causes into actions and to build the tree of solutions.

The trainer then explained the approach to be followed to develop a chain of results focused on resolving the problem of gender inequality from the problem tree, emphasizing the process of defining the issues and challenges from of this analysis. He also illustrated in a practical way the construction of a logical framework and a multi-annual and annual work plan, the synthesis of which is made through the graph below.

#### ***7.4.3. Gender sensitive budgeting approach, methods, and tools in E2E-EWS-FF processes and IFRM***

As at the start of the first two parts of this session, the trainer wanted to clarify the concept of gender-responsive budgeting. The concept of BSG (GRB) refers to the application of gender mainstreaming in the budget process. It is the process of showing what percentage of a national budget benefits women and men. This process makes it possible to see whether the budget contributes to equality between women and men. It aims to allocate resources to improve the situation of women and contribute to equality between women and men. This means evaluating budgets based on the gender dimension, incorporating a gender perspective at all levels of the budgetary process, and restructuring revenues and expenditures with the aim of promoting gender equality.

**The characteristics of a gender sensible budget (GSB)** are: (i) the integration of the gender equality perspective in all aspects of their preparation and at all levels of the budget (national and local); (ii) the promotion of active engagement and citizen participation to enable the specific interests and demands of women and men to be defined in a differentiated manner; (iii) monitoring and evaluation of the differentiated impact of public expenditure and revenue on men and women; (iv) promoting more efficient use of resources to achieve equality between men and women in access to and control of resources and services related to the implementation of IWRM; (v) the definition of spending priorities and not the increase in public spending in general;

The trainer drew the attention of the participants to the mistakes often made in the definition of GSB. He insisted that GSB is not about separate budgets for women and men, but about carrying out a “gender-sensitive” analysis of budgets, in order to ensure that government actions will benefit all. social components.

The main entry points for gender in the budgeting process are budget planning, budget formulation and budget approval. During budget planning, gender issues are identified, strategies and programs focusing on gender gaps are defined, and programs that integrate funding for gender gaps are developed. At the time of budget formulation, clear instructions regarding GSB are given through the circular letter to ensure that gender-sensitive budget statements will be used during budget negotiations between the Ministry of Finance and sector ministries. At the budget approval stage, this will involve ensuring that the consolidated budget statements are gender sensitive when submitting the budget framework document to the Council of Ministers and submitting the draft budget law with the budget statement gender-sensitive consolidation in the National Assembly. Finally, during the budget execution phase, it will be necessary to ensure gender mainstreaming.

There are several benefits associated with GSB. The transversality of taking gender into account through planning and GSB aims, based on the initial gaps, to make the reduction of these gaps (through targets to be achieved over time) a criterion in the arbitration of resource allocation decisions or in the validation of the reforms to be undertaken and to make visible the sums granted and spent for this purpose.

At the end of day 2, the participants were identified the key issues following:

- Even though there are many laws and policy frameworks supporting the integration of gender issues into developmental processes, not much is being done on the ground to ensure the realization of this goal. Efforts should therefore be placed more on the implementation of the existing frameworks and less on establishing new ones.
- Efforts should be made to ensure the passage of the affirmative action bill which among other things advocates for the creation of quota systems to involve women in lead roles in society including politics and the cooperate world.

## 8. Session 7: Gender Mainstreaming in Monitoring & Evaluation of framework of E2E-EWS-FF and IFRM processes

Session 7 was also facilitated by Dr. David Sohinto. The aim of this session was to build at the level of the participants a common understanding of the characteristics of a gender-responsive M&E system in the E2E-EWS-FF and IFRM process cycle as well as on the formulation of indicators. It specifically targeted at enhancing the understanding of the participants on the characteristics of a gender-responsive M&E system in the E2E-EWS-FF and IFRM implementation processes and to enable participants identify and formulate gender-sensitive indicators in the E2E-EWS-FF and IFRM implementation processes.

To attain the objective of the session, Dr. Sohinto took participants through various definitions and characteristics of a gender-sensitive M&E systems and its tools in the E2E-EWS-FF and IFRM implementation processes. Participants were also taken through the formulation of gender-sensitive indicators in the E2E-EWS-FF and IFRM implementation processes.

From his presentation, Dr. Sohinto got participants to the understanding that, gender-sensitive monitoring and evaluation includes a continuous collection of data to assess the integration of gender into the E2E-EWS-FF and IFRM processes. This is characterized by, data collection, processing, Reporting, evaluation and capitalization.

During the exchanges, we remember that the follow-up makes it possible to know if the expected results are achieved. Monitoring is continuous while evaluation is discontinuous (mid-term or final). The follow-up is done by the person in charge of the implementation of the activities whereas the evaluation is done by a person external to the implementation of the activities. There are two types of evaluation: Mid-term evaluation and final evaluation. The tools mentioned by the participants during the exchanges, and which are used during the monitoring-evaluation are the annual work plan, the budget, the weekly meetings, the activity reports, the meetings of the steering committee, etc.

According to the trainer, monitoring is defined as the systematic collection and analysis of information to track progress against established plans, verify compliance of progress with established standards to identify trends and patterns that emerge, adapt strategies and guide project/program management decision-making. As for evaluation, it is a systematic and objective assessment of a project, program or policy, in progress or completed, of its design, its implementation and its results. The aim is to determine the relevance and achievement of objectives, development efficiency, effectiveness, impact and sustainability.

The trainer then used an example to explain the difference between effectiveness and efficiency. Indeed, three people were asked to kill a fly. All three people killed the fly. Wanting to know the means used to kill the fly, we find that the first person killed the fly with a tractor. The second person killed with a bicycle and the last person killed the fly with a stick. Between the three, the last person is more efficient because he used a small means to be able to kill the fly. He used this example to explain how in our public administrations, people kill flies with tractors.

The monitoring-evaluation of E2E-EWS-FF or gender-sensitive IFRM is a continuous process of collecting and analyzing information to assess the effective consideration of gender in order to assess the progress made in reducing gender-based inequalities, or the inclusion of marginalized groups in the E2E-EWS-FF or IFRM process.

According to the trainer, a Monitoring-Evaluation System (MES) includes: a device for collecting data, processing and analyzing the data collected, reporting, capitalization and evaluation. It is characterized by the five (05) main components mentioned above.

The **data collection tools** must be of format suitable for collecting both quantitative and qualitative gender-specific information. These data must be disaggregated to show the effects and impacts of the program on men and women and their contribution and allow analysis of inequalities.

This first step is followed by the **treatment and data analysis** which must be done so that all information collected be processed and analyzed to clearly illustrate the disparities in the direction of aggravation or reduction of gender inequality in IWRM (use of different colors specifying different degrees in a matrix for example).

reporting must provide information very detailed in terms of perceptions of equality, of the participation of gender groups, of the evolution of socio-cultural pressures, of the state of the capacities of the various gender groups to be in a better and situation related to water resources.

During the assessment, the team must have the expertise to address gender issues in the context of the program (irrigation, water supply, flooded land, etc.).

At the capitalization stage, the information provided by the MES must be appreciated by offering the opportunity to identify the "lessons learned" from the adoption of a gender perspective in the field of water resources management, so that they can be disseminated to facilitate scaling and replication at various levels.

## 9. Session 8: Periodic Documentation of Framework of Participants' Feedback on the use of Knowledge Gained

This session which was facilitated by Mr. Maxwell Boateng-Gyimah had a goal of working with participants to define and operationalize a mechanism (plan) for continuous monitoring and documentation by participants, considering the knowledge gained on the integration of gender into E2E-EWS-FF and IFRM at different levels in the Volta basin (Local, regional, National and the Volta Basin).

Participants went into working groups to come out with indicators for monitoring various stages of the E2E-EWS-FF at various levels. The outcome of the group session is indicated in table 1.



*Figure 5: A section of participants taking part in a group discussion.*

**Table 1: Results of group session on developing indicators for gender integration in E2E-EWS-FF monitoring plan**

<b>GENDER INTEGRATION IN E2E-EWS-FF MONITORING PLAN</b>					
<b>Stage of E2E-EWS-FF</b>	<b>Indicator</b>	<b>Level/Scale</b>			
		<b>District (village)</b>	<b>Regional</b>	<b>National</b>	<b>VBA</b>
Data collection	No. of farmers (sex/age disaggregated) with farms inundated	DDoA, NADMO, Department of C'ty Dev't	Department of C'ty Dev't		
	Stream flows		HSD, WRI	HSD, WRI	
	Hourly data of weather available		Gmet	Gmet	
Modeling & Forecasting	No. of targeted EWS-FF developed at District level	District Assembly	HSD	Gmet, HSD	
Early Warning Dissemination	No. of men, women and youth sensitized on EWS-FF	NADMO, ISD-DA, DDoA, Trad. Authority	EPA, RDoA, Basin Office	NADMO, WRC	VBA
Decision Support	No. of women groups and leaders (Queen mothers) involved in EWS-FF	NGOs –Sungtaa, WIDO, WAP, RUWFAG, CREMA	WRC-Basin Offices, NADMO	WRC-Basin Offices	VBA
	No. of advocacy for EWS-FF in the DMTDP (2022-2025)	WIAD, CIKOD, CDA, ProNet, ActionAid	NGOs - Lasjoe Consult, CIKOD, CDA, ProNet, ActionAid		
Response to Warning	Rate of adoption of specific measures for women and girls to ensure safety and security in EWS-FF	DA – Planning Unit, GHS, NADMO, GNFS, NAS	GHS, NADMO, GNFS, NAS,		

<b>GENDER INTEGRATION IN E2E-EWS-FF MONITORING PLAN</b>					
<b>Stage of E2E-EWS-FF</b>	<b>Indicator</b>	<b>Level/Scale</b>			
		<b>District (village)</b>	<b>Regional</b>	<b>National</b>	<b>VBA</b>
Response or Emergency	No. of people (sex/age disaggregated) displaced by flooding	NADMO and allied agencies, DA-DPU and partners	NADMO and allied agencies	Bui Power Authority, VRA,	VBA
	No. of marginalized groups with access to care during flood events	NADMO and allied agencies, DA-DPU and partners, Social Welfare			
Recovery/ Rehabilitation	No. of people (sex/age disaggregated) who survived flood event	NADMO, DA-DPU, DDoA	NADMO	NADMO	VBA
	No. of structures reconstructed, after flooding	DA and partners	Urban Roads, Feeder Roads, Highway Authority	MLGRD, MWH, MRH	
	No. of people (sex/age disaggregated) supported with relief items				

## 10. Session 9: Preparation of a post-training roadmap

Session 9 of the training workshop was facilitated by Mr. Joachim Abungba. The main goal of the session was to define a framework for implementation by the participants of the knowledge gained from the training workshop on the integration of gender in the E2E-EWS-FF and IFRM in the Volta Basin. Specifically, the session aimed at allowing participants to identify entry points (ongoing or projected initiatives) within their institutions in relation to their daily activities, at the national, regional/departmental and communal levels. Also, participants were to propose realistic actions and framework to be taken to invest the knowledge gained.

Before going into working groups, Mr. Abungba took participants through a quick recap of the different phases of this workshop. He again talked about the participatory approach used to integrate the concerns and comments of the participants in order to better disseminate the achievements of this training. A roadmap template was provided to be completed by each group.

For the group work on this session, participants were put into two groups composed of state agencies and non-state actor (NGO/CSOs, Communities etc.). The results of these working groups is indicated in the Annex 3 with the roadmaps from the workshop.

Before closing for day 3, participants together with the facilitators worked on key messages, commitments, and recommendations to be presented to decision makers at the local, national and regional levels.

In terms of the day 3, the **key issues identified by participants are:**

- M&E is very critical in gender mainstreaming processes as it helps to monitor the progress of gender related activities and to get to know the impediments in time to propose solution to them.
- In practice, gender issues are usually budgeted for in the plans of most institution. Funds are however usually not released for the execution of the planned activities. This is because gender issues are usually not prioritized. Efforts therefore need to be made to change this narrative.

## 11. Session 10: Preparation of the Decision makers' Day

The session 10 focused on the design of the key messages to be presented to the Decisions makers. During this session, participants were identified as well to do the presentation.

## 12. Session 11: Decision makers' day on the results of the training workshop

The final day of the workshop witnessed the participation of various dignitaries including heads of institutions at the regional and national levels, Municipal and District Coordinating Directors, Traditional Authorities etc. The closing ceremony was held which saw the delivery of closing remarks by representative of WRC, VBA, W. MO and the Wa Municipal Chief Executive.

Subsequently, participants and facilitators of the workshop made presentations on what they learnt from the training workshop and their commitments moving forward. Key messages and recommendations from the participants were also presented to the decision maker.

The participants came out with 6 main commitments which are to:

1. share with colleagues the results of the workshop and the knowledge acquired along with the training materials;
2. ensure that gender is seriously and effectively taken into account in the flood risk prevention, preparedness and management activities of the participants' home structures;
3. effectively implement the post-training roadmap;
4. become vectors, ambassadors of gender integration in the E2E-EWS-FF and IFRM;
5. work towards the smooth functioning of the flood risk prevention and management platform;
6. ensure effective collaboration among stakeholders to share and learn, and jointly implement interventions related to gender and E2E-FF and IFRM.

To decision makers at the local level, the participants came out with the following recommendations:

- provide each river basin in Ghana with an IFRM Plan and a E2E-EWS-FF that takes into account gender concerns;
- combat vandalism of hydro meteorological facilities;
- provide specific budget lines for disaster risk reduction, including floods, and effectively ensure that the necessary resources are allocated;
- consider flood risk prevention and management concerns in the development and implementation of urbanization and resettlement plans;
- effective implementation of E2E-EWS-FF;
- ensure the regular functioning of gender-sensitive disaster risk reduction platforms;
- revitalize disaster risk reduction platforms and establish new ones where appropriate;
- emphasize women's involvement in socio-economic development activities;
- involve the population in the development and implementation of the IFRM;
- ensure compliance with the texts on gender mainstreaming;
- define and secure stream buffer zones.

To decision makers, the participants recommended to:

- systematically ensure the continuous collection of meteorological, hydrological and environmental data essential for decision-making in flood risk prevention and management;
- ensure the security of the Ghanaian national portion of the Volta Basin for a smooth implementation of the various development projects;
- combat vandalism of hydro meteorological facilities;
- provide the relevant structures with the necessary resources to take gender into account in the E2E-EWS-FF and IFRM;
- dedicate budget lines, ensuring that the necessary resources are allocated to ensure gender mainstreaming in the implementation of flood risk prevention and management activities.

Finally, to development and implementation partners of the VFDM project, the participants gave the following recommendations:

- support the implementation of post-workshop roadmaps
- ensure follow-up on the implementation of the post-workshop roadmaps
- make effective the considering of the gender in the projects and programs
- increase resources for funding gender, E2E-EWS-FF and IFRM initiatives
- involve workshop participants in the implementation of VFDM project activities and more generally of ongoing VBA and GWP-WA initiatives in the intervention areas.

After hearing the messages and recommendations from participant, the decision makers present noted that the messages and recommendations from the workshop are very laudable and speak to the actual issues on the ground. They therefore took turns to pledge their support and commitment to help implement them.

Certificates of participation were then presented to participants of the 4-day training workshop.



*Figure 6: Municipal Chief Executive of Wa presenting certificate to a participant*

### 13. Final evaluation of the workshop

At the end of the workshop, an individual written and anonymous evaluation of the workshop was carried out by each of the participants (see appendix 4: final evaluation sheet). To this end, an evaluation sheet with a rating scale was completed by each participant.

The results of the final evaluation of the workshop show, through Figures 7 and 8 below, that all participants are satisfied to very satisfied.

#### 1-INTELLECTUAL AND TECHNICAL ORGANISATION



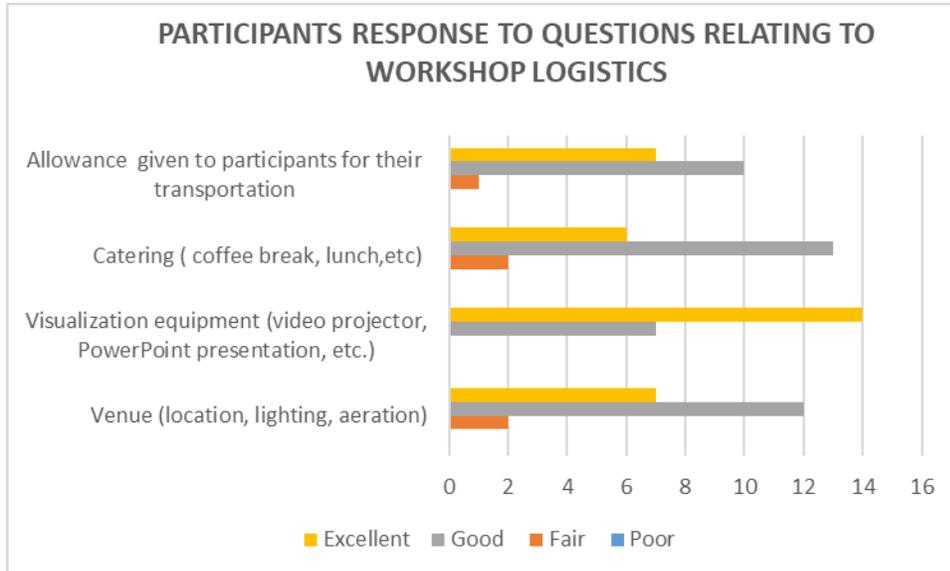
**Figure 7:** Diagram of the final evaluation results of the workshop by the participants (technical and intellectual organization)

#### Suggestions/ proposals for improvement

- Handouts and slides should be shared to participants to enhance further research and reading for knowledge.
- The program is a bit too compressed. There was very little time for rest.
- A common communication platform should be established
- Create whatsapp platform to continually brief participants and help rationalize communication among experts and other stakeholders
- The session on planning, budgeting and programming in gender sensitive form should be given much time for practice.

- I suggest next time there should be more people and let it be on District level so that you can have many people benefiting

## 2- LOGISTICS AND ORGANISATION



**Figure 8: Diagram of the results of the final evaluation of the workshop by the participants (logistical organization)**

### Suggestions/ proposals for improvement

- A more spacious venue could be used considering the number of participants and social distancing
- A platform should be provided where all teaching and learning materials/presentations are copied to ensure participants are able to reference and also transfer knowledge to co-workers
- Try to see if you can decentralize the training
- All organizers and facilitators were friendly and accommodating
- More of these programs should be organized with more women and the young to enhance our capacity. So your selection was perfect
- I'm pleading that the kitchen should minimize the quantity of spices in their food
- To me everything is okay, the little problem is the lunch aspect. The chicken was not good, the chef must be informed to improve upon that
- Sessions reduced to a maximum of 3 sessions per day to ensure full participation

## 14. Closing ceremony

The closing ceremony of the workshop was marked by speeches by representatives of the relevant institutions present. In his closing remarks The Executive Director of the VBA thanked all the participants for their commitment and valuable contributions throughout all the stages of this training workshop. He was particularly thankful for the decision makers including the traditional authorities who took time from their busy schedules to be part of the workshop and to listen to what the participants have learnt and had to say.

The representatives of WRC and WMO in their closing remarks, appreciated the trainees for staying through to the end of the program and lauded their diligence and contributions in the various sessions of the workshop and for coming out with a post-workshop roadmap for action. They also encouraged participants to continue working together both at the individual and institutional levels to ensure that the knowledge obtained from the workshop is passed on to the broader society for a sustainable future.

Hon. Tahiru Mustapha Moomin, the Municipal Chief Executive closed the workshop by thanking all participants for making it to the workshop. He was grateful to the consortium for choosing to organize such a program within his jurisdiction which he noted will better equip stakeholders to be able to plan and carry out actions that would reduce the impact of floods and other climatic events on their people. He pledged his support for all such future programs in the Basin. Finally, he wished a safe journey back home to the participants and declared the workshop closed.



*Figure 9: Participants together with decision makers on day-4 of the training workshop*

## 15. Conclusion

The National training workshop on mainstreaming gender into End-to-End Early Warning System for Flood Forecasting (E2E-EWS-FF) and Integrated Flood Risk Management (IFRM) in the Volta Basin held in Ghana from 11th to 14th October, 2021 in Wa has achieved its objectives considering the results obtained. Among other things, this workshop equipped participants with tools and strategies for the integration of gender in the E2E-EWS-FF and IFRM.

Also, a roadmap with specified activities has been proposed by actors for action.

## Annex 1: List of participants to the training workshop

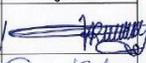
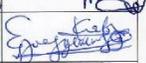
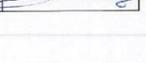


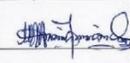
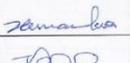
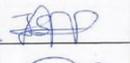
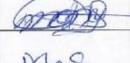
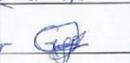
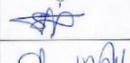
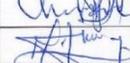
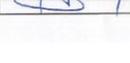
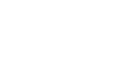



**National training workshop on mainstreaming Gender into End-to-End Early Warning System for Flood Forecasting (E2E-EWS-FF) and Integrated Flood Risk Management (IFRM) in the Volta Basin in Ghana (Wa, Ghana, from October 11 to 14, 2021)**

**Decision Makers Day**

Date : October 14th, 2021

#	Name & Surname	Gender	Emails/Telephone	Organization	Signature
1	DESSOUASSI Y. Robert	M	robertdesouassi@vba.int robertdesouassi@gmail.com +226 7771 9797	VBA/ABV	
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12	Hamidu Mesthica	W	Zukpif	Zukpifi	
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14	Feliciter Gyilkur	W	felicitergyilkur@gmail.com	Gender Desk officer	
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22	Fidelis Nankwur Akw	M	fnankwur@gmail.com 02066720948	NADMO	
23	Agnes T. Bomanseam	W	0208378634	Metso. Wg	
24	Eyram Averti	M	0273857109	EPA - Damgo	
25	Azuberga m Francisca	W	0245637702	Metso Bole	
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28	RAMESH TRIPATHI	M	RTRIPATHI@UNOINT	UNMO	

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30	ROTHIN TO David	M	rothinto@yahoo.com +229 97441742	Consultant GWA D	
31	Steven Acheampong Bealey	M	sabonab98@gmail.com 0246835114	WRC	
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34	Aguinatou YARO OUEDRAOGO	W	aguinatou.yaro@gnpsp.org +226 650272165	GWP - Wg	

## Annex 2: List of Decision makers

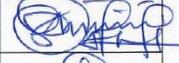


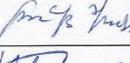
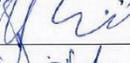
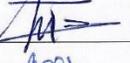



**National training workshop on mainstreaming Gender into End-to-End Early Warning System for Flood Forecasting (E2E-EWS-FF) and Integrated Flood Risk Management (IFRM) in the Volta Basin in Ghana (Wa, Ghana, from October 11 to 14, 2021)**

**Decision Makers Day**

Date : October 14th, 2021

#	Name & Surname	Gender	Emails/Telephone	Organization	Signature
1	Akanpai Besta Akanpaka	f	awinpa85@yahoo.com 0277336441	CONWAS	
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3	Johnson Ameko	M	ameko2001@yahoo.com 0246250447	Ghana Metro. Agency	
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5	Ernest Agbortor	M	erwestator@yahoo.com	Nandom Mun Assembly	
6	Yakubu Amima	man	0540136577	President of queen mother	

7	Nana Sida Braimah N.	m	0244297370	UWR HOR	
8	Bayuo M. Dennis	M	0244179242	RCC	
9	AMMED MULIAPPA	M.	0243924116	NADMO	
10	Hon. Tahiru Issahaku Mawina	M	024829089	MCE	
11	Muzie Fedorck D.	M	0246248537	RAD-WA	
12	Mohammed A. Mojeda	M	028727071	MCD - Lamina	

## Annex 3: Post-Workshop Roadmap

### State Agencies

Activities to be implemented	Expected results/changes	Sub-activities	By whom?	With whom?	Implementation time frame
				Interval	External
Installation of automatic gauges	Data collection purposes (real time)	Hydrometric surveys	BPA,	WRC, HSD	March-August 2022
Sensitization of communities on Agro chemical usage	Enhanced knowledge in agro chemicals	School visits	EPA	GES	June to December annually
Supplying seedlings to communities	5000 seedlings per annum supplied at the river banks	<ol style="list-style-type: none"> <li>1. Sensitization of communities</li> <li>2. Demarcation of areas</li> <li>3. Land allocation</li> </ol>	FSD	<ol style="list-style-type: none"> <li>1. Community</li> <li>2. Agric</li> <li>3. EPA</li> <li>4. NADMO</li> </ol>	

### Gender departments and CSOs

Activities to be implemented	Expected results/changes	Sub-activities	By whom?	With whom?	Implementation time frame
				Interval	External
Sensitization on EWS	1. Increased awareness 2. Increased changed behaviours	Community mobilization focused group discussion, radio programs and community durbars	Gender Desk Officer	1. NADMO 2. DOA 3. Department of community development	March 2022
Advocacy for gender dimensions in EWS	Increased responsiveness of duty bearers on EWS	1. Radio sensitization 2. Stakeholders engagement	CIKOD	1. Action Aid 2. CDA 3. ProNet North	2022
Training Workshop	Enhanced capacities of stakeholders on EWS	1. Training Needs Assessment 2. Participant selection and training	CIKOD	1. Action Aid 2. CDA 3. ProNet North	2022
Gender analysis of national policy on EWS	1. Gender transformation 2. National policy on EWS	1. Policy reviews 2. Gender analysis 3. Resource mapping	CDA	Partners CNFA USAID MOFA GMET	2022
Incorporating EWS into MTDP Nadowli District	1. Gender and E2E EWS-FF IFRM response MTDP		Gender Desk Officer		

**Definition of entry points and activities**

<b>level</b>	<b>Entry Points (Relevant Ongoing Or Planned Initiatives Of Interest)</b>	<b>Activities</b>
<b>Home based institutions /in your office</b>	1. Livelihood empowerment	1. Needs assessment 2. Community action planning 3. Local resource mobilization 4. Formation of development committees 5. Implementation
<b>Local (Districts and villages)</b>	1. livelihood empowerment	1. Data collection on livestock mobilization 2. Informed debates (sensitization)
<b>Regional (Region; inter – districts)</b>	1. Training of small holder women farmer groups on sustainable agric 2. Development/establishment of demonstration fields 3. Agro forestry (Seedlings distribution)	1. Capacity building and advocacy on Agro ecological food production 2. Agro ecological based agric food processing, packaging and branding and marketing
<b>National (Ghana)</b>	SWICD by (Social Welfare and community development) in Sissala East on child protection program	1. Awareness creation and sensitization
<b>Home based institutions /in your office</b>	Safety net program by Wa West Assembly in Wa West	
<b>Local (Districts and villages)</b>	Sissala East District Assembly (Safety Net Program) in Sissala East District	
<b>Regional (Region; inter – districts)</b>	Northern Ghana Integrated Project by Action Aid Ghana in Wa East, Lawra, Lambussie and Sissala East Districts	
<b>National (Ghana)</b>	Enough project – Pronet North in Wa Municipal, Nadowli – Kaleo and Wa West	1. Establishment of social protection schemes (e.g. USLA, Seed banks)

	Districts	
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## Annex 4: Final Workshop Evaluation Sheet

<p>What did you learn and gain as knowledge from this training workshop?</p>	<ol style="list-style-type: none"> <li>1. The incorporation of gender issues into end to end early warning system for flood forecasting</li> <li>2. Gender budget response ( How it is done)</li> <li>3. How to do monitoring and evaluation</li> <li>4. There is the need to mainstream gender in E2E-EWS FF and IFRM systems as it ensures all categories of individuals well factored into programs and their needs well attended to.</li> <li>5. How to integrate gender issues into many spheres of development especially in E2E-EWS-FF and IFRM</li> <li>6. Practical understanding of the E2E-EWS and IFRM</li> <li>7. How gender can be mainstreamed in programs at the local and national level</li> <li>8. I have learnt that men, women, boys and girls have different needs and aspirations in life. Hence gender mainstreaming in all spheres of life is essential</li> <li>9. What I learnt was how to control and manage flood when the need arises and consider gender issues when it comes to flooding</li> <li>10. Issues affecting men, women, boys and girls at different rate and proportion need to be addressed through gender mainstreaming</li> <li>11. I learnt that, society or community has traditional norms and values that tend to favor men and as such, gender as explained deals with both female and males hence, all groups should be factored in plan budget and decision making and not self-centered.</li> <li>12. I also learnt that gender equity must be practiced to enhance fair and balanced systems</li> <li>13. Gender is mainstreaming is a mandatory</li> <li>14. That some approaches to gender equality can re-enforce inequalities</li> <li>15. That so much can be achieved if sessions are interactive</li> <li>16. The need to work with the people you are serving to get the real issues on the ground to better address them.</li> <li>17. Prioritizing gender mainstreaming in developmental projects is the best thing to do for effectiveness and efficiency in the long term</li> <li>18. I have learnt the importance in involving women to flood forecast and flood management</li> <li>19. Project management cycle especially in identifying gender sensitivity</li> </ol>
<p>How will you use what you learned from this workshop in your current job position?</p>	<ol style="list-style-type: none"> <li>1. Programs and activities will be stimulated to mainstream gender activities e.g. emphasis on gender disaggregated data</li> <li>2. The knowledge will help me to prepare budget and be able to monitor activities with gender lenses</li> <li>3. I will practice and share what I learnt with my department</li> </ol>

	<ol style="list-style-type: none"> <li>4. I will interact with stake holders on regular basis at different levels on issues relating to gender mainstreaming in programs and plans.</li> <li>5. Integration of gender responsive E2E EWS IFRM actions into our programming and strategies plan</li> <li>6. I will apply the knowledge on E2E EWS-FF-IFRM in my community engagement and sensitization programs</li> <li>7. I will ensure responsive planning, budgeting, monitoring and evaluation at my department</li> <li>8. By considering gender mainstreaming in the analysis of issues in the district medium development action plan in the assembly</li> <li>9. Educate people and colleagues on E2E EWS-FF</li> <li>10. I would encourage females to take up positions in these areas ( decision making, forecasting and dissemination of information)</li> <li>11. I will educate people (my colleagues) on gender based issues concerning the vulnerable and underprivileged in the society, especially women and children</li> <li>12. incorporate the knowledge gained through this workshop into action plans at my workplace</li> <li>13. Encourage women to undertake bold step to involve themselves in forecasting and the sciences in general</li> </ol>
<p>How do you think the results from this training workshop can be sustained for the benefit of your organization?</p>	<ol style="list-style-type: none"> <li>1. Monitoring of various organizations can be done to ensure that knowledge from the workshop is incorporated in the day to day activities</li> <li>2. trainer(s) should be supported to train others at their local level(s)</li> <li>3. A periodic or refresher training will help sustain knowledge</li> <li>4. A development of a project based on the concepts introduced in the workshop</li> <li>5. Regular engagement of key actions on E2E EWS IFRM</li> <li>6. The knowledge can better be sustained and utilized through dissemination and more awareness raising campaigns</li> <li>7. Through commitment and collaborating with other stakeholders and financial support, the result will be sustained</li> <li>8. I believe we must all act as advocates to enforce the adjustments into the system and community concerning EWS for FF and IFRM</li> <li>9. Continued training for participants to serve as a facilitators and advocating for gender issues at all levels</li> <li>10. Commitment to implement recommendations of the training workshop by decision makers and development partners</li> </ol>

## Annex 5: The national training workshop agenda

Time	Activities	Methodology	Speakers
<b>Day 1</b>			
07h30-08h30	<b>Registration of participants</b>	Secretariat	GWP-WA and VBA
08h30- 10h00	<b>Session 0: Opening ceremony and start of the workshop</b>		
	<ul style="list-style-type: none"> <li>Opening ceremony of the workshop</li> </ul>	Plenary	VBA Focal Structure Representative for Ghana VBA Executive Directorate WMO Representative Representative from the VBA Tutorship Ministry in Ghana
	<ul style="list-style-type: none"> <li>Introduction of participants</li> <li>Collection of participants' expectations/fears</li> </ul>	Card games	GWP-WA Resources Person Participants
	<ul style="list-style-type: none"> <li>Presentation and validation of the objectives of the training workshop</li> <li>Presentation of the logistical aspects / management standards of the training workshop</li> </ul>	Presentation Echanges	
10h00-10h30	<b>TEA/COFFEE BREAK</b>		
10h30–11h45	<b>Session 1.:</b> Key concepts related to E2E-EWS-FF and IFRM	Brainstorming Presentation / debates/	Experts/ Resources Person Participants
11h45-13h00	<b>Session 2.:</b> Key gender related concepts	Brainstorming Presentation / debate	Experts/ Resources Person Participants
13h00-14h00	<b>LUNCH</b>		
14h00-17h00	<b>Session 3.:</b> Keys steps of the E2E-EWS-FF and the IFRM processes	Brainstorming Presentation / debate	Experts/ Resources Person Participants
	<b>Session 4.:</b> Common gender related dimensions of floods as well as for the E2E-EWS-FF and IFRM processes <b>Working Groups:</b> Identification and determining factors of gender inequalities related to floods	Presentation / débat/ Exercices	Experts/ Resources Person Participants
<b>Day 2</b>			
08h30- 08h45	Reminder of Day 1	Presentation	GWP, UICN Participants

<b>Time</b>	<b>Activities</b>	<b>Methodology</b>	<b>Speakers</b>
08h45 -09h30	<b>Session 5.:</b> Rational, background and commitments at different scales for developing gender-responsive E2E-EWS-FF and IFRM	Brainstorming Presentation/ débat	Experts/ Resources Person Participants
09h30 -10h30	<b>Session 6.:</b> Gender Mainstreaming - Planning, Programming and Budgeting of Gender Responsive E2E-EWS-FF and IFRM processes ▪ <b>Case studies</b>	Brainstorming Presentation/ debate	Experts/ Resources Person Participants
<b>10h30-10h45</b>	<b>TEA/COFFEE BREAK</b>		
10h45-13h00	<b>Session 6 :</b> Gender Mainstreaming - Gender Responsive Planning, Programming and Budgeting of E2E-EWS-FF and IFRM processes <b>(continuer and end)</b> ▪ <b>Case studies</b>	Presentation/ debate	Experts/ Resources Person Participants
13h00 – 14h00	<b>LUNCH</b>		
14h00- 17h00	▪ <b>Session 7.:</b> Gender Mainstreaming - Monitoring & Evaluation of Gender Responsive E2E-EWS-FF and IFRM processes ▪ <b>Working Groups</b>	Brainstorming Presentation/ debate Exercises	Experts / GWP-WA Participants
<b>Day 3</b>			
08h30- 09h00	Reminder of the 2 <sup>nd</sup> day	Plenary	GWP-WA/Experts Participants
09h00-10h30	<b>Session 8.:</b> Periodic documentation framework of participants' feedback on the use and valorization of knowledge gained on gender mainstreaming in E2E-EWS-FF and IFRM at different scales in the Volta Basin	Group work followed by a plenary session	Experts/ Resource Persons Participants
<b>10h30-10h45</b>	<b>TEA/COFFEE</b>		
10h45-12h00	<b>Session 9.:</b> Preparation of a post-training roadmap	Group work followed by a plenary session	Experts/ Resource Persons Participants
12h00 – 13h00	<b>Session 9.:</b> Preparation of a post-training roadmap	Group work followed by a plenary session	Experts/ Resource Persons Participants
<b>13h00-14h00</b>	<b>LUNCH</b>		
14h00 – 16h00	<b>Session 10.:</b> Preparation of the decision makers' day	Group work followed by a plenary session	Experts/ Resource Persons Participants

Time	Activities	Methodology	Speakers
16h00-18h00	<b>Session 10.:</b> Preparation of the decision makers' day	Group work followed by a plenary session	Experts/ Resource Persons

### Agenda for the Decision-Makers' Day

Time	Activities	Methodology	Speakers
<b>Day 4</b>			
07h30-08h30	<b>Registration of participants</b>	Secretariat	GWP-WA and VBA
08h30- 09h30	Opening ceremony of the workshop	Plenary	VBA Focal Structure Representative for Ghana VBA Executive Directorate WMO Representative Representative from the VBA Tutorship Ministry in Ghana
	Introduction of participants	Self-introduction	GWP-WA/ Resource Persons Participants
	Presentation and validation of the objectives of the training workshop	Plenary	
09h30-10h30	<b>Session 11.:</b> Présentation <ul style="list-style-type: none"> <li>- Context of the Volta basin</li> <li>- VFDM project: progress and outlook</li> <li>- Issues related to the themes addressed during the training</li> <li>- Debates</li> </ul>	Presentations/Discussions	Participants/Experts/ Resource Persons
<b>10h30-11h00</b>	<b>GROUP PHOTO - TEA/COFFEE</b>		
11h00 – 12h00	<b>Session 11.:</b> Key messages per thematic to Decision-makers <ul style="list-style-type: none"> <li>- Gender and flood management in the Volta basin</li> <li>- Gender-Sensitive E2E-EWS-FF process in the Volta Basin</li> <li>- Gender Sensitive IFRM Process in the Volta Basin</li> <li>- Debates</li> </ul>	Presentations/Discussions	Participants/Experts/ Resource Persons
12h00 – 13h00	<b>Session 11.:</b> Commitments from participants and Recommendations to Decision-makers Debates	Presentations/Discussions	Participants/Experts/ Resource Persons

Time	Activities	Methodology	Speakers
13h00-14h00	<b>Final evaluation of the workshop and issuing certificates to participants</b> Closing of the National Training Workshop and the Decision-Makers Day	Plenary	Experts/ Resource Persons Participants
14h00-15h00	<b>LUNCH BREAK AND END OF THE WORKSHOP</b>		